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ABSTRACT

This study discusses the racial and ethnic composition of Minnesota's children and child care providers, focusing on the need for more multi-ethnic, culturally-appropriate programming for the increasing number of children of color in the state. A 1992 survey of 1,003 day care centers and 35 Head Start programs found disparities between numbers of staff of color and European-American caregivers. Center staff of color were more likely to hold lower level positions in centers than European-Americans. Among the nine recommendations intended to have an impact on the cultural appropriateness of the child care system in Minnesota were the following: (1) recruitment of child care providers of color; (2) multicultural training for all providers; (3) professional development opportunities for child care providers of color; (4) implementation of strategies for overcoming barriers to people of color entering the child care field; (5) collection of information on the informal system of child care; (6) promotion of collaboration among new and existing diversity efforts; (7) increasing financial subsidies to families to improve access to care; (8) continuing to track racial/ethnic data on children in child care and child caregivers; and (9) working with public and private funders to support statewide and local efforts focusing on cultural diversity. (Four appendices provide information on data sources, growth rates for populations of color in Minnesota counties, a map of Minnesota, and survey data for Minnesota and its geographic and political subdivisions. (MDM)

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ED 376 938

## Minnesota Child Care Resource & Referral Network

# MINNESOTA STUDY ON RACE/ETHNICITY IN CHILD CARE

**December, 1993**

Written by
A Sub-Committee of the Cultural Beginnings Project Steering Committee

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# MINNESOTA STUDY ON RACE/ETHNICITY IN CHILD CARE

December, 1993

## INTRODUCTION

The early childhood field has spent a great deal of time in the past ten years developing the child care system and defining quality of care. However, a critical aspect has been left out: how the system provides culturally-appropriate child care services. The impact of culturally competent child care on a child's development is just beginning to be examined.

The Minnesota Child Care Resource and Referral (CCR&R) Network recently began to think about how to help develop a more multi-ethnic, culturally-appropriate child care system in Minnesota. In 1992, the Network was funded by the Emma B. Howe Memorial Foundation to collect data on the race/ethnicity of children in licensed child care, and the race/ethnicity of the child care staff caring for these children, to get a clearer picture of the participation of communities of color in the licensed child care system.

Cultural identity is a major part of the growing child's sense of personal identity and self-image. Children develop a sense of who they are and what is important within the context of culture. When children are cared for outside the home their caregivers play a significant role as transmitters of culture. Caregiving that is culturally consistent with the home positively supports children's growth.

> *"Because children build their basic senses of trust, security and stability upon cultural foundations learned at home, continuity, consistency, and respect in the caregiving environment for these foundations are essential to children's continuing growth. When their family's culture is ignored, or when caregivers react to culturally-different children as deficient, underdeveloped, or incompetent, children experience problems in communication, in getting their needs met, and in establishing relationships. Under these conditions, children lose their power to continue developing their overall well-being."* (Carole Brunson Phillips, "Culture: A Process that Empowers," 1993)

Besides its importance in children's identity development, the role of culture and race/ethnicity in children's social development is also fundamental. Exposure to culturally-diverse experiences and people plays a significant role in the child's social development. Research demonstrates that children begin to notice skin color by the age of six months, and by the age of three years old are noticing other racial differences and also are becoming aware of and absorbing negative stereotypes and beliefs that are current in our society. *(Louise Derman Sparks, Anti-Bias Curriculum: Tools For Empowering Young Children, 1989.)* The early childhood years provide an excellent opportunity to positively impact how children think and feel about differences and to give children the tools they need to live productively in a consciously multi-ethnic society.

Early childhood care and education program policies that are culturally appropriate provide care which helps children develop both a strong positive personal identity and also social attitudes and skills for living in a diverse society. Some of the components of culturally-appro-

priate child care practices are: 1) the child's home culture is reflected in the caregiving; 2) representative staffing is provided at all levels; 3) the child's home language is used; 4) the physical environment is culturally relevant; and 5) children are exposed to a wide variety of cultural beliefs, values and practices.

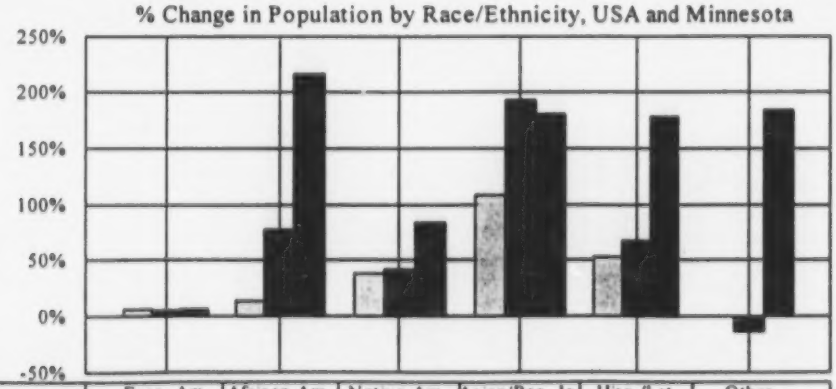
The child care race/ethnicity survey conducted by the Minnesota CCR&R Network was an initial step in developing a comprehensive approach to building a multi-ethnic child care system in Minnesota. By studying the ethnic composition of children and caregivers in licensed child care in Minnesota, we can begin to understand cultural dynamics and to design strategies for strengthening the cultural basis needed to create culturally-appropriate child care services.

The Minnesota CCR&R Network thanks the Emma B. Howe Memorial Foundation for making this study possible. We hope that its conclusions and recommendations will provide the early childhood community, policymakers, and parents with information needed to build and strengthen a system that nurtures each child's cultural identity, and gives each child the information and skills they need for living in a diverse society.

### Trends in Populations of Color in the U.S. and Minnesota

During the twentieth century, the dominant population of the United States and of Minnesota in particular, has been white, Caucasian, of European descent. Populations of color ---African American, Native American, Asian/Pacific Islander and Hispanic/Latino---have been small in this state and generally ignored. However, in the last decade, the United States and Minnesota have experienced a significant increase in populations of color. **Minnesota had the fourth fastest growth rate in populations of color in the country between 1980 and 1990, with an increase of 72%.** This rate of growth is expected to continue and even accelerate in the next decade due to high birth rates in some communities of color and immigration.

**Graph 1: Population Growth by Race/Ethnicity, USA and Minnesota, 1980-90 and Projected Increases for 2020.**



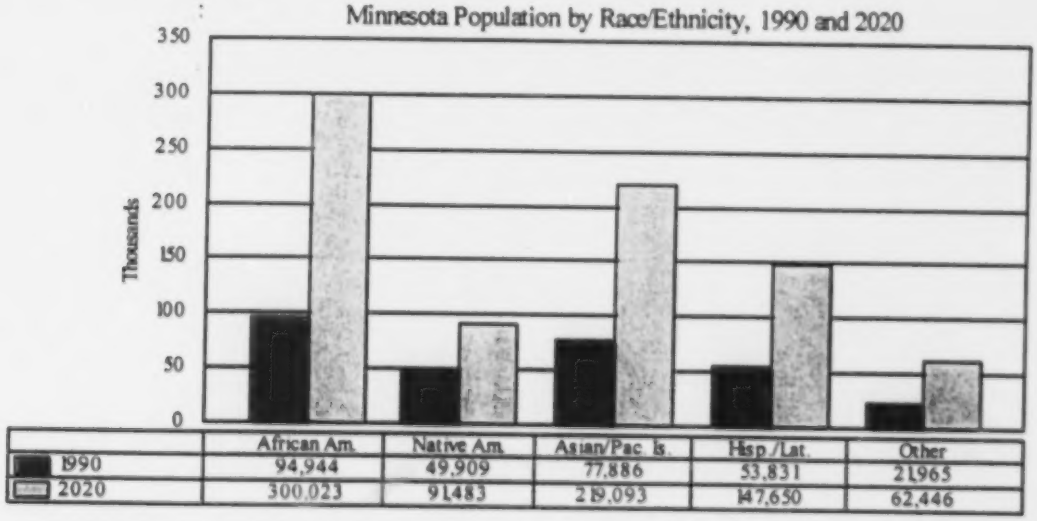

| | Euro. Am. | African Am. | Native Am. | Asian/Pac. Is. | Hisp./Lat. | Other |
|---|---|---|---|---|---|---|
| US 1980-90 | 6.0% | 13.2% | 37.9% | 107.8% | 53.0% | 0.0% |
| MN 1980-90 | 4.9% | 78.0% | 42.5% | 193.5% | 67.7% | -13.2% |
| MN 1990-2020 | 6.1% | 216.0% | 83.3% | 181.3% | 178.0% | 184.3% |

*Note: Persons of Hispanic origin can be of any race.*
*Source: 1990 Census Data*

As in 1980, African Americans continued to be the largest community of color in Minnesota in 1990. During the 1980's, Minnesota had the second highest growth rate in the population of African Americans in the U.S. with an increase of 78%. Asians were the fastest growing group of all racial/ethnic populations in Minnesota, increasing by 193.5% from 1980 to 1990. In addition, the rate of growth of Hispanic Americans (67.7%) is also greater than the national average.

While Minnesota's population of color remains relatively small, at 6.3% of the total population compared to 24.4% nationally, it is not insignificant. Almost 274,000 Minnesotans were people of color in 1990. This will jump to over 673,000, (a 146% increase) in 2020, given current projections.

**Graph 2: Minnesota Population by Race/Ethnicity, 1990 and 2020**




| | African Am. | Native Am. | Asian/Pac. Is. | Hisp./Lat. | Other |
|---|---|---|---|---|---|
| 1990 | 94,944 | 49,909 | 77,886 | 53,831 | 21,965 |
| 2020 | 300,023 | 91,483 | 219,093 | 147,650 | 62,446 |

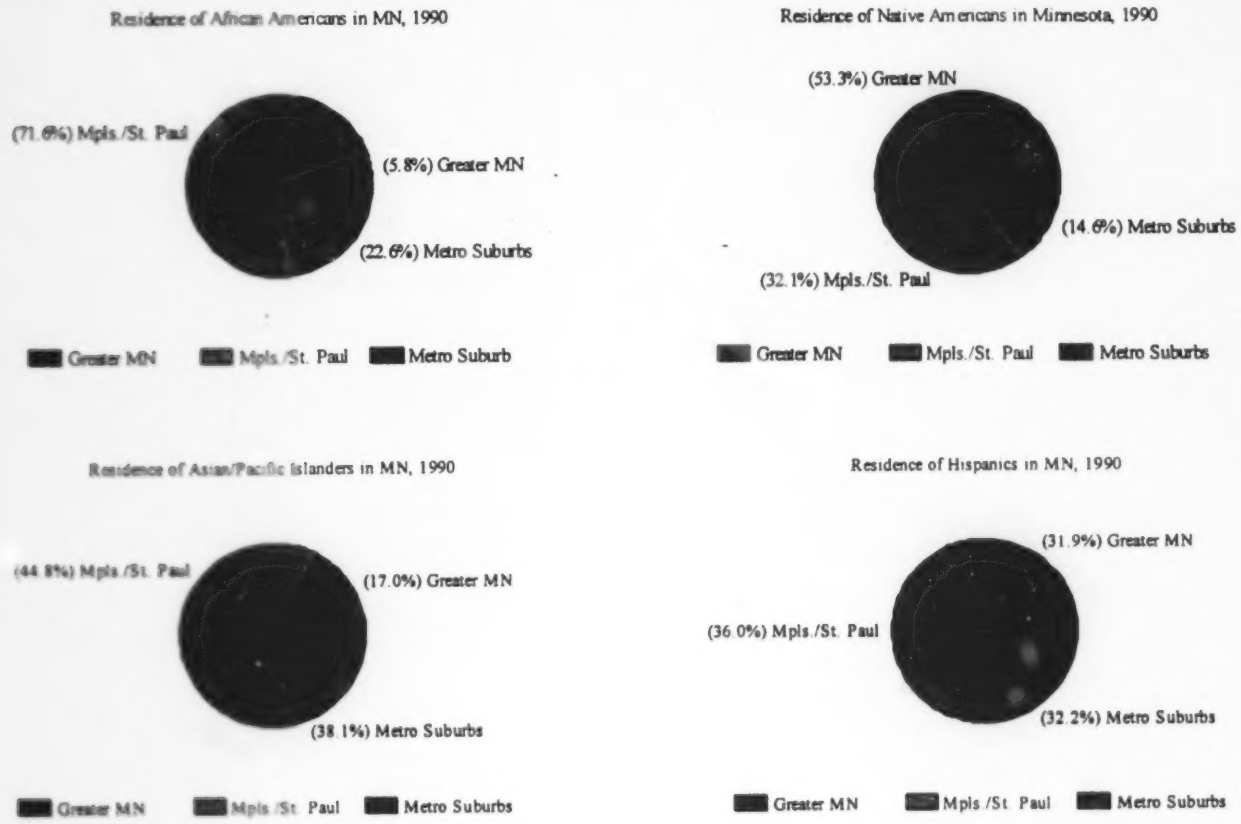
*Note: Persons of Hispanic origin can be of any race.*
*Source: 1990 Census Data and Minnesota Planning Department*

While Minneapolis and St. Paul have the largest concentrations of people of color in the state, the number of people of color living in the suburbs and greater Minnesota has grown substantially in the last decade. *(See Graph 3, Page 5)* People of color in the suburbs increased from 2.7% of the population in 1980 to 4.6% in 1990. In greater Minnesota, many areas showed significant growth in communities of color in the last decade. Kandiyohi County recorded a 257% increase and Jackson County saw a 233% increase. Five other rural counties experienced growth in their populations of color of over 100%. Data for all Minnesota counties are included in the Appendix.

Obviously the diversity of population by race/ethnicity and culture is increasing dramatically. Much of that increase has taken place and will continue to take place in the Twin Cities metro area, but in greater Minnesota, communities of color have great impact on and contribute in important ways to the communities in which they live and work.

The rates of growth for people of color for the next fifteen to twenty years are such that they must be a part of Minnesota's long-term planning if we are to be prepared to meet the needs of a more diverse population of parents and children.

**Graph 3: Distribution of Communties of Color by Area in Minnesota, 1990**



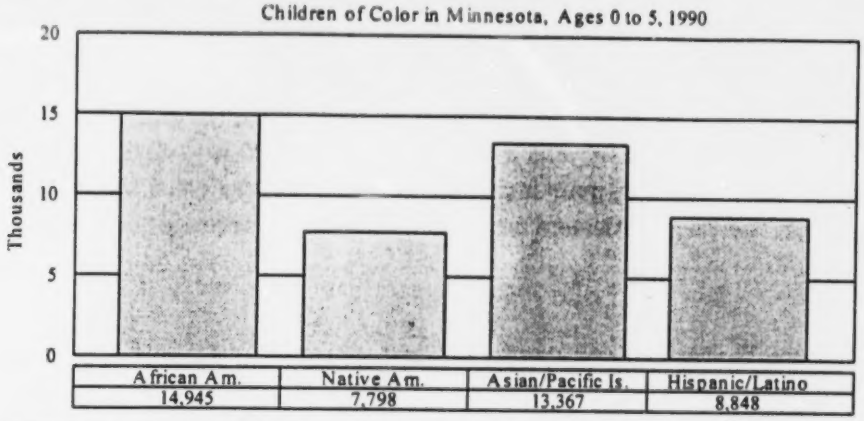

*Note: Persons of Hispanic origin can be of any race*
*Source: 1990 Census Data*

**Minnesota's Parents and Children and their Need for Child Care**

In 1990, 411,963 children ages 0 to 5 lived in Minnesota. Of these children, 44,958 (or 10.9%) were children of color compared to the 6.3% population of color for all Minnesotans.

The number of children of all racial/ethnic backgrounds in formal child care settings has increased dramatically since the middle of this century. This is due primarily to the phenomenal growth in the number of mothers entering the labor force across the United States and in Minnesota. The labor force participation rate of Minnesota mothers with young children jumped from 34% in 1970 to 50.4% in 1980 to 62.4% in 1990. With 65.7% of all children ages 0 to 5 having mothers in the workforce, over 260,000 children needed full-time child care in Minnesota in 1990.

**Graph 4: Children of Color in Minnesota Ages 0-5, 1990**




*Note Persons of Hispanic origin can be of any race.*
*Source: 1990 Census Data*

Labor force participation rates for Minnesota's women of color with young children are lower than for European American women. In 1990, 46% of African American mothers, 50% of Native American mothers, 42% of Asian mothers, and 52% of Hispanic mothers were in the labor force compared to 70% of European American mothers. The numbers of children, by race/ethnicity, whose mothers are working full-time, are as follows:

**Table 1: Minnesota Children Needing Child Care, 1990**

| | |
|---|---|
| **African American** | 6,875 |
| **Native American** | 3,899 |
| **Asian/Pacific Islander** | 5,614 |
| **Hispanic/Latino** | 4,601 |
| **European American** | 253,233 |

*Note: Persons of Hispanic origin can be of any race*
*Source: MN Child Care Resource and Referral Network*

It is important to note that the above numbers of children needing care is underestimated. Using the labor force participation rate of mothers of young children to determine need excludes parents in school and single-parent fathers in need of child care. In addition, poor, unemployed heads of households are not included even though the cost of child care may be a key barrier in gaining employment. In other words, many poor unemployed parents may need child care but do not have the dollars to pay for it.

The plight of poor families has great impact on our discussion of the need for child care for children of color because of the high and increasing rates of poverty among communities of color. Although most poor children are European American, children of color are disproportionately poor. The number of people of color living below the poverty level in the Twin Cities metro area jumped from just under 27,000 in 1980 to 67,000 ten years later. This meant an increase in the percentage of people living below poverty from 26 to 37% in the African American community, from 30 to 41% in the Native American community, and 24 to 32% for Asian

and Pacific Islanders. For Hispanics, the poverty rate increased slightly. The poverty rate did not increase at all among European Americans, remaining at just under 6%. *(Minnesota Journal, Oct. 26, 1993, Citizens League)*

As mentioned above, many poor families of color may need child care in order to work but cannot afford it on the wages paid by jobs available to them. Some subsidies are available to families on welfare and to working poor families. If these dollars were increased, allowing more parents to work, the need estimate for child care would increase, particularly for families of color.

## WHO CARES FOR CHILDREN IN MINNESOTA? THE SURVEY ON RACE/ETHNICITY

Child care in Minnesota, as in the rest of the country, is a complex system that can be described by looking at three components: availability, affordability and quality of care. Each of these areas impact and are impacted by the growing number of children of color in the child care system.

### Availability, Affordability, and Quality of Child Care

Currently, 40% of children ages 0 to 5 in Minnesota are enrolled in some type of licensed child care. The system includes licensed care such as centers, family child care homes, half-day nursery schools and Head Start programs and legally unlicensed care such as school-age programs and in-home providers. The number of licensed full-time spaces available to serve the 262,928 Minnesota children needing care is 46 spaces per 100 children ages 0 to 5. Minnesota's child care system also includes informal child care about which little information has been gathered. This includes care by relatives and neighbors and unlicensed family care.

More needs to be learned about how families of color access both the licensed child care system and the informal system. This study surveyed the race/ethnicity of children in licensed care and of staff in licensed programs providing the care. This data was gathered to help assess the cultural relevance of the licensed child care system.

Caring for and educating young children is costly, and child care expenses have become a huge burden for Minnesota's working families in recent years. Although tax credits and subsidies available for some poor and working families provide some help, child care costs range from an average of $4,000 to $7,000 per year for full-time licensed care. Given the higher incidence of poverty among families of color versus European American families, the burden of child care costs weighs more heavily on these populations, and limits their access to the full range of child care options.

The quality of child care is becoming an issue of increasing concern as more and more children spend their early years in out-of-home care. High quality care requires well-trained and adequately paid staff, small group sizes, low staff:child ratios, and developmentally-appropriate curricula. High quality care also requires attention to cultural climate. Two essential components of providing culturally-sensitive caregiving are staff representative of the diversity of the children cared for and use of the home language. As will be demonstrated in this

study, the under-representation of providers of color in Minnesota's child care system suggest that these two components may not be available to many children of color in child care.

**The Race/Ethnicity Survey**

In 1992, the Cultural Diversity Steering Committee of the MN CCR&R Network began plans to collect data on some of the issues discussed above. The number of child care staff and providers of color and the number of children of color in care were of greatest interest because this information had not previously been collected. The Network designed and conducted a survey of all Minnesota centers, nursery schools and Head Start programs through its regional resource and referral agencies. Programs were surveyed via mail and phone in spring of 1992 by CCR&R staff. A program director or other key staff person provided information on the racial/ethnic breakdown of the staff and children in the program. Out of a total of 1,412 centers and nursery schools, 1,003 or (71%) responded and 27 out of 35 (77%) Head Start programs completed the survey.

Information on family child care homes was obtained using other sources because of the high cost of surveying the state's 13,000 home providers. Local county licensors and administrators of USDA Child and Adult Care Food Programs around the state provided information on race/ethnicity.

**Children in Care**

The race/ethnicity survey shows that the distribution of children in center care approximates that of the general population. The percentage of children of color in centers is 9.2 % compared to 10.9% in the total population of children ages 0 to 5. In family child care, however, children of color are grossly under-represented. Only 2.7% of children in family child care are of color.

**Table 2: Children Ages 0-5 in Licensed Child Care in Minnesota, 1992**

| | Children in Center Care | | Children in Family Child Care | | Total Populations of Children Ages 0-5 | |
|---|---|---|---|---|---|---|
| **African American** | 3.6% | (3;998) | 1.0% | (1,395) | 4.1% | (14,945) |
| **Native American** | 2.0% | (2,182) | .7 % | (944) | 1.9% | (13,367) |
| **Asian/Pacific Islander** | 2.4% | (2,625) | .6 % | (815) | 3.2% | (13,367) |
| **Hispanic/Latino*** | 1.2% | (1,334) | .5 % | (788) | 2.1% | (8,848) |
| **Eur. American** | 90.8% | (99,934) | 97.3% | (140,230) | 89.1% | (367,005) |
| **Total Children of Color** | 9.2% | (10,139) | 2.7% | (3,942) | 10.9% | (44,958) |
| **Total Children** | 100.0% | (110,073) | 100.0% | (144,172) | 100.0% | (411,963) |

* *In the Census data, people of Hispanic origin can be of any race and total population is determined by adding all racial groups except Hispanics to avoid double counting. In the child care survey data however, it was impossible to determine the racial designation of Hispanics. Adding all racial and ethnic groups will provide the total number of people of color but will include white Hispanics, who are defined as European American by the Census Bureau.*

In Head Start programs, children of color are present in higher percentages than in center care, family child care or the general population. Children of color make up 29.6% of Head Start enrollment compared to 9.2 % in center care, 2.7% in family child care and 10.9% in the general population of 0-5 year-olds.

**Table 3: Children in Minnesota Head Start Programs, 1992**

| | Number | Percent |
|---|---|---|
| **African American** | 776 | 10.3 % |
| **Native American** | 505 | 6.7 % |
| **Asian/Pacific Islander** | 645 | 8.5 % |
| **Hispanic/Latino** | 317 | 4.2 % |
| **Eur. American** | 5,327 | 70.4 % |
| **Total Children of Color** | 2,243 | 29.6 % |
| **Total Children** | 7,570 | 100.00% |

The above data refers to children in licensed care. It was beyond the scope of this study to examine the presence of children by race/ethnicity in the informal child care system.

Estimates suggest that between 45 and 75% of children needing child care are being cared for in the informal system. There are several reasons why families may use the informal system for care: it may be by choice, because it is more culturally appropriate, or more comfortable to use friends and relatives; it may be because of barriers to accessing licensed care such as cost, availability, language barriers or lack of culturally-responsive caregiving. The informal system in Minnesota deserves more study to determine to what degree families are using informal care and to determine what is working well for families and what is not.

**Race/Ethnicity of Child Care Staff**

The ratios* of child care staff to children by race/ethnicity indicate that children of color see fewer adults who reflect their backgrounds than do European American/Caucasian children. While the ratio of European American staff to European American children is 1 to 12 in both center care and family child care, the ratio of staff of color to children of color is 1 to 15 in family child care homes and 1 to 18 in center care.

The ratio for Asian/Pacific Islander children is particularly poor (1 to 22 in family child care homes and 1 to 25 in center care). This may actually be even worse in center care than the data shows. Many of the Montessori teachers and directors indicated in the study are of Indian, Sri Lankan or Pakistani descent, which does not reflect the cultures of the Southeast Asian population of children in Minnesota.

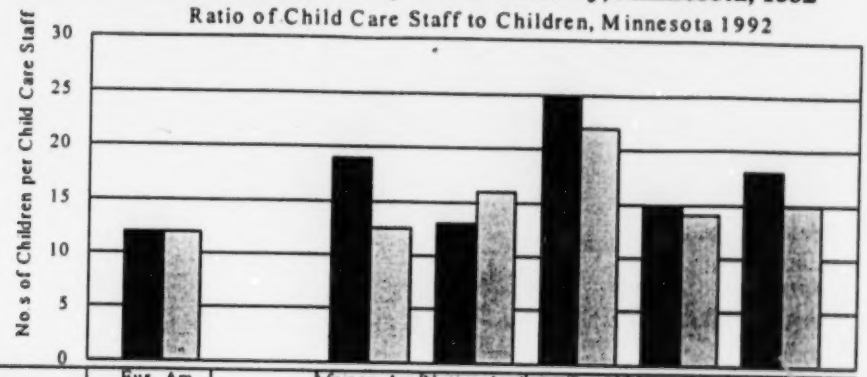
Furthermore, the aggregate numbers of staff and children do not reflect a child's individual experience in the child care setting, thus it is probable that there are programs which have children of color but no staff of color even though the statewide ratio would indicate otherwise.

As is evident in Table 4, child care center staff of color are represented at lower rates than children of color in center care. Center data from the Twin Cities metro area versus north and south greater Minnesota *(see map and tables in Appendices)* shows that:

- Twin Cities child care staff of color more closely reflect the children of color in their care. In the Twin Cities, 10.6% of children are of color compared to 9.3% of staff. In the north

*Note: The use of the word "ratio" in this report should not be confused with the staff to child ratios required by state law for licensed center and family child care programs. Ratio, in this study, refers to the number of children of a racial or ethnic group per one child care staffperson of that same racial or ethnic group.*

**Graph 5: Ratio of Child Care Staff to Children by Race/Ethnicity, Minnesota, 1992**




| | Eur. Am. | African Am | Native Am | Asian/Pac. Is | Hisp./Lat | Total |
|---|---|---|---|---|---|---|
| Center Staff | 12 | 19 | 13 | 25 | 15 | 18 |
| F.C.C. Staff | 12 | 12.5 | 16 | 22 | 14 | 15 |

*Source: MN Child Care Resource and Referral Network, 1992*

greater Minnesota, 7.6% of children are of color compared to 4.6% of staff. In south greater Minnesota, 4.8 % of children are of color compared to 2.3% of staff;

- None of the seven metro area counties and only two out of eight outstate cities studied (Wilmar and Rochester) had percentages of staff of color that approached the percentage of children of color in care. Some examples:
  - In Bemidji, 12.8% of the 203 children in care were of color compared to the one staff of color, representing 5.6% of staff;
  - In Duluth, a total of two African American staff (one an assistant teacher and one an aide) worked in center care where 75 African American children were enrolled.

**Table 4: Child Care Center Staff in Minnesota, 1992 1992**

| | Directors | Teachers | Asst. Teacher | Aides | Total Staff | Children in Care/ Ages 0-5 |
|---|---|---|---|---|---|---|
| African American | 13 (1.3%) | 54 (1.7%) | 72 (3.6%) | 75 (3.1%) | 214 (2.5%) | 3,998 (3.6%) |
| Native American | 14 (1.4%) | 50 (1.5%) | 49 (2.4%) | 51 (2.1%) | 164 (1.9%) | 2,182 (2.0%) |
| Asian/Pacific Islander | 19 (1.9%) | 23 (0.7%) | 25 (1.2%) | 39 (1.6%) | 106 (1.2%) | 2,625 (2.4%) |
| Hispanic/Latino | 1 (0.1%) | 32 (1.0%) | 23 (1.1%) | 33 (1.4%) | 89 (1.0%) | 1,334 (1.2%) |
| European American | 956 (95.3%) | 3,101 (95.1%) | 1,833 (91.6%) | 2,186 (91.7%) | 8,076 (93.4%) | 99,934 (90.8%) |
| **Total People of Color** | **47 (4.7%)** | **159 (4.9%)** | **169 (8.4%)** | **198 (8.3%)** | **573 (6.6%)** | **10,139 (9.2%)** |
| Total | 1,003 (100%) | 3,260 (100%) | 2,002 (100%) | 2,384 (100%) | 8,649 (100%) | 110,073 (100%) |

*Source: MN Child Care Resource & Referral Network, 1992*
*Footnote: Based on 1,003 responses of 1,412 centers surveyed.*

While percentages of staff and children of color in family child care appear to be more acceptable *(see Table 5, page 11)*, we stress that both children and adults of color are not accessing the licensed family child care system in numbers that reflect the populations of color as a whole. There are several reasons for this. Families of color may prefer to use the informal system because it better meets their cultural and economic needs. It may be that the low

numbers of family child care providers of color is one reason families of color do not seek out family child care homes for their children.

**Table 5: Family Child Care Providers in Minnesota, 1992***

| | Family Child Care Providers | | Children in Care Ages 0-5 | |
|---|---|---|---|---|
| **African American** | 112 | ( 1.0%) | 1,395 | ( 1.0%) |
| **Native American** | 58 | ( 0.5%) | 944 | ( 0.7%) |
| **Asian/Pacific Islander** | 37 | ( 0.3%) | 815 | ( 0.6%) |
| **Hispanic/Latino** | 56 | ( 0.5%) | 788 | ( 0.5%) |
| **Eur. American** | 11,237 | ( 97.7%) | 140,230 | ( 97.3%) |
| **Total People of Color** | **263** | **( 2.3%)** | **3,942** | **( 2.7%)** |
| **Total** | **11,500** | **(100. %)** | **144,172** | **(100. %)** |

*Source: MN Child Care Resource and Referral Network, 1992*

** These statistics are from a survey of the Child Care and Adult Food programs. In 1992, a survey of family child care licensors recorded 13,482 family child care providers statewide and the percentages of providers of color in that survey matched the food program statistics. The differences in total number of providers is due to the fact that some providers do not participate in the food program.*

Although children of color are heavily represented in Head Start, staff of color are under-represented in comparison to the children in care. *(See Table 6).* It is important to note that the best represented groups are Native Americans, who have several reservation-based Head Start programs and draw staff from that community, and African Americans, who probably have the longest experience as a group with Head Start. Asian/Pacific Islanders and Hispanic/Latinos, who are newer residents of Minnesota, have the lowest representation in Head Start programs.

Regional data shows that Head Start programs in north greater Minnesota have a high percentage of staff of color (21.7%) although only one director is a person of color. This is primarily due to the large number of Native American staff. The Twin Cities metro area and south greater Minnesota do not do as well. In south greater Minnesota, 3.3% of staff are people of color compared to 15.5% of children in care. In the Twin Cities, 40.4% of Head Start staff are of color compared to 59.9% of children enrolled. *(See tables in Appendices.)*

**Table 6: Minnesota Head Start Staff, 1992**

| | Director | Teacher | Assistant Teacher | Aide | Total Staff | Children in Care/Ages 0-5 |
|---|---|---|---|---|---|---|
| African American | 1 (3.6%) | 27 (7.6%) | 27 17.4%) | 7 (3.8%) | 62 (8.6%) | 776 (10.2%) |
| Native American | 1 (3.6%) | 20 (5.6%) | 17 (11.0%) | 17 (7.6%) | 52 (7.2%) | 506 (6.7%) |
| Asian/Pacific Islander | 0 (0.0%) | 2 (0.6%) | 3 (1.9%) | 10 (5.4%) | 15 (2.1%) | 645 (8.5%) |
| Hispanic/Latino | 1 (3.6%) | 1 (0.3%) | 1 (0.6%) | 6 (3.3%) | 9 (1.2%) | 317 (4.2%) |
| European American | 25 (89.3%) | 306 (86.0%) | 107 (69.0%) | 147 (79.9%) | 585 (80.9%) | 5,327 (70.4%) |
| **Total Staff of Color** | **3 (10.7%)** | **50 (14.0%)** | **48 (31.0%)** | **37 (20.1%)** | **138 (19.1%)** | **2,243 (29.6%)** |
| Total Staff | 28 (100%) | 356 (100%) | 155 (100%) | 184 (100%) | 723 (100%) | 7,570 (100%) |

*Source: MN Child Care Resource & Referral Network*
*Footnote: Based on survey responses from 27 of the 35 Head Start programs in Minnesota.*

**Center Staff of Color More Likely to hold Lower Level Positions**

Staff of color appear to be more concentrated in lower level positions of assistant teacher and aide rather than teacher or director. Although it is not clear why this situation exists, this is one of the most troubling findings of this study. This data suggests that staff of color may be encountering more barriers to advancement than European American/Caucasian staff.

It also means that children of color who do interact with child care staff of color see them more often in positions lacking power and authority. It is the directors and teachers who set program policies, influence the curriculum and environment, communicate with parents, and evaluate children's growth and development. Although aides and assistant teachers provide much of the essential daily caregiving interactions, it is important that children and parents of color, as well as European American children and parents, see child care staff of color reflected also in the positions of head teacher and director, and that staff of color in those positions be able to influence the cultural appropriateness of the program.

As shown in Table 7, child care staff of color are almost twice as likely to be assistant teachers or aides in centers as they are teachers or directors. European American staff have approximately the same likelihood of being assistant teachers and aides as directors and teachers. In 1991, 8.4% of assistant teachers and aides surveyed were people of color compared with the 4.8% of directors and teachers who were people of color. European Americans held 91.7% of the assistant teacher and aide positions compared to 95.2% of director or teacher positions. In greater Minnesota, the high numbers of staff of color in lower status positions are particularly striking. In Rochester, for example, where center staff are more diverse than other cities studied, 11 of 12 Asian center staff were aides. A similar pattern appeared in Wilmar where the five minority center staff (one African American and four Hispanic) were all aides.

**Table 7: Race/Ethnicity of MN Child Care Center Staff by Position, 1992**

| | Director & Teacher | Asst. Teacher & Aide |
|---|---|---|
| African Am. | 1.5% | 3.4% |
| Native Am. | 1.5% | 2.3% |
| Asian/Pac. Is. | 1.3% | 1.4% |
| Hispanic/Latino | 0.6% | 1.3% |
| **Total Minority** | **4.8%** | **8.4%** |
| **European Am.** | **95.2%** | **91.7%** |

*Source: MN Child Care Resource & Referral Network, 1992*

Since its inception in the 1960's, Head Start has provided excellent career development opportunities, but even Head Start programs in Minnesota show a disproportionate number of people of color in lower status positions while European Americans are more likely found in higher status positions.

**Table 8: Race and Ethnicity of MN Head Start Staff by Position, 1992**

| | Director & Teacher | Asst. Teacher & Aide |
|---|---|---|
| African Am. | 7.2% | 10.0% |
| Native Am. | 5.4% | 9.1% |
| Asian/Pac. Is. | 0.5% | 3.8% |
| Hispanic/Latino | 0.5% | 2.0% |
| **Total Minority** | **13.6%** | **24.9%** |
| **European Am.** | **86.2%** | **74.9%** |

*Source: MN Child Care Resource & Referral Network, 1992*

Wages for all child care staff are problematic, but heavier concentrations of people of color in lower level positions in center care mean that people of color are earning a disproportionate share of the lowest of these low wages.

**Table 9: Minnesota Child Care Center Average Hourly Wages, 1992**

| Position | Starting Wage | Highest Wage |
|---|---|---|
| Director | $8.63 | $10.37 |
| Teacher | $6.50 | $7.82 |
| Assistant Teacher | $5.42 | $6.06 |
| Aide | $4.64 | $5.26 |

*Source: Minnesota's Child Care System: A Report to the 1993 Minnesota Legislature, 1993*

These low wages fuel high staff turnover rates throughout Minnesota's child care system. *(See Table 10.)* Unfortunately, high turnover rates compromise the quality of child care by impacting a key factor, the consistency of the adult-child relationship. When providers leave this often in a given year, the quality of the child's experience is diminished.

**Table 10: Minnesota Child Care Staff Turnover Rates, 1992**

| | |
|---|---|
| Directors | 18% |
| Teachers | 22% |
| Assistant Teachers | 32% |
| Aides | 39% |

*Source: Minnesota's Child Care System: A Report to the 1993 Minnesota Legislature, 1993*

## FINDINGS AND RECOMMENDATIONS

National and Minnesota demographic data indicate that the ethnic diversity of our society is increasing. Native American, African American, Asian/Pacific Islander, and Hispanic/Latino populations have increased significantly in the last ten years. Populations of color are predicted to continue increasing at dramatic rates during the next ten to twenty years. The fastest growing portion of the communities of color are young children, many of whom are cared for outside the home. With the growing awareness of the impact of culture and race/ethnicity on children's development, it is time to ensure the development of high quality, culturally-appropriate caregiving throughout Minnesota's child care system.

### FINDINGS

Several conclusions can be drawn from the data in this study:

- **The racial and ethnic distribution of children ages 0-5 in child care centers reflects that of the general population of children in the state. However, in family child care, children of color are under-represented and in Head Start programs, they are over-represented.**
- **In center care, family child care homes, and Head Start programs, child care staff of color are under-represented in comparison to the children of color in care.**
- **The child care staff of color currently working in the field are disproportionately represented in the positions of assistant teacher and aide: positions with lower status, lower wages and higher turnover rates.**

One important strategy toward the development of culturally-appropriate child care services is to increase the number of early childhood staff of color at all levels. A child's sense of identity is inextricably bound with his or her sense of cultural identity. Modeling and identification with the adults in a child's life play an important role in the development of cultural and personal identity and in social development. For all children to see people of their own culture and language in their daily child care experiences, in positions of director, teacher, assistant teacher and aide, sends a message which promotes positive cultural identity. For all children to see ethnic diversity reflected in their caregivers, models a society which accepts and values cultural diversity.

**RECOMMENDATIONS**

The following recommendations are directed towards impacting the development of a culturally-appropriate child care system in Minnesota on many levels:

- **Support recruitment initiatives for increasing the numbers of child care providers of color.** Target geographic areas where staff of color are under-represented. Asian providers in particular need to be recruited in areas where there are large numbers of Asian families needing care.

- **Fund training of all child care providers in cultural dynamics and culturally-appropriate curricula.** Support the efforts of the Minnesota Early Childhood Cultural Dynamics Advisory Committee, which is implementing a new law requiring cultural dynamics training of all licensed caregivers once sufficient curriculum has been developed and disseminated.

- **Create and promote professional development opportunities for child care providers of color.** Support funding for projects such as the Impact Project of the Child Care Resource Center in Minneapolis. This project provides training for people of color wishing to become qualified as assistant teachers and head teachers. Impact II is a new extension of this effort which trains existing child care teachers of color to become early childhood trainers.

- **Implement strategies for overcoming barriers to people of color entering the child care field.** Support efforts such as A Time for Ourselves, a project of the Culturally Relevant/Anti-Bias Leadership Project. Over 100 early childhood people of color have met to talk about what barriers exist in the early childhood field and what strategies would help remove those barriers.

- **Study the informal system of child care, what is working well, what is not working, what supports are needed.** Collect information from communities of color on what the child care needs are for families and promote strategies to empower parents of color to actively work to get their needs met.

- **Promote collaboration among existing and new child care diversity efforts.**

- **Increase financial subsidies to families to improve access to child care.**

- **Continue to track racial/ethnic data on children in child care and child caregivers.**

- **Work with public and private funders to support statewide and local efforts focusing on cultural diversity.**

# Appendices

1. Data Sources
2. Growth Rates for Populations of Color in Minnesota Counties
3. Map of North and South Greater Minnesota
4. Survey Data for Minnesota, Greater Minnesota (north and south), the Twin Cities metro area, individual counties of the metro area, and selected cities in greater Minnesota.

# DATA SOURCES

### U.S. Census Bureau, 1990 Census

Source of data on total population by race and ethnicity, population of children ages 0-5 by race and ethnicity, and labor force participation of mothers by race and ethnicity.

Data issues:

1. The race category "other" is not shown in this analysis.
2. Persons of Hispanic origin can be of any race.

### Resource and Referral Network Survey of Center Based Programs, Spring 1992

Source of data on center-based program demographics including children in care and staff race and ethnicity. Center based programs include full-day centers, half-day preschool programs, and school-age latchkey programs. Head Start program data is seperated from other center-base data.

Notes on Data:

1. Race and ethnicity are not self-identified.
2. There may be some over-estimating of Native American data as a result of European Americans identifying themselves and others as Native American.
3. Particularly in the metro area, Asian/Pacfic Islander staff data includes many staff from India working in Montessori programs. They do not necessarily reflect the Asian/Pacific Islander children in their programs who are or may be from other, very different, Asian or Pacific Island countries.
4. Head Start program data not available for all areas. Not all programs reported back (27 out of 35) and many programs serve children from more than one county ruling out some county and city breakdowns.

### MN Child and Adult Care Food Programs, FY 1992 Civil Rights Data

Source of data on racial and ethnic breakdown of family child care providers participating in the MN Child and Adult Care Food Program and the children in these family child care homes.

Notes on Data:

1. Data from one small food program not available.
2. One large food program covering providers across the state did not break down its child enrollment data by area. This data was added to the statewide total.
3. The majority of the provider data is self-identified. However, in cases where the provider did not respond, the food program representative identified the provider's race or ethnicity. Children were identified by the provider.
4. Data was not available for cities.

### Family Child Care County Licensors

Source of data on racial and ethnic breakdown of family child care providers.

Notes on Data:

1. Data not available for cities.
2. Data not self-identified.

## Appendix 2 - Growth Rates for Populations of Color in Minnesota Counties

| COUNTIES | 1980 TOTAL MINORITY | 1990 TOTAL MINORITY | %CHANGE |
|---|---|---|---|
| Aiken | 209 | 249 | 19.00% |
| Anoka | 4580 | 8301 | +81.2% |
| Becker | 1916 | 2095 | 9.3% |
| Beltrami | 4223 | 6047 | 42.2% |
| Benton | 300 | 456 | 52.0% |
| Big Stone | 79 | 68 | -13.9% |
| Blue Earth | 1080 | 1660 | 53.7% |
| Brown | 198 | 273 | 37.9% |
| Carlton | 971 | 1509 | 55.4% |
| Carver | 358 | 907 | 153.3% |
| Cass | 2062 | 2540 | 23.2% |
| Chippewa | 199 | 165 | -17.1% |
| Chisago | 294 | 422 | 43.5% |
| Clay | 1117 | 2311 | 106.9% |
| Clearwater | 654 | 656 | .3% |
| Cook | 314 | 310 | -1.3% |
| Cottonwood | 98 | 174 | 77.5% |
| Crow Wing | 514 | 703 | 36.7% |
| Dakota | 5464 | 12985 | 135.9% |
| Dodge | 162 | 267 | 64.8% |
| Douglas | 244 | 265 | 8.6% |
| Faribault | 363 | 409 | 12.6% |
| Fillmore | 183 | 159 | -13.1% |
| Freeborn | 1077 | 1289 | 19.6% |
| Goodhue | 526 | 708 | 34.6% |
| Grant | 51 | 37 | -27.4% |
| Hennepin | 65719 | 117561 | 78.8% |
| Hubbard | 3 55 | 330 | -2.7% |
| Isanti | 309 | 429 | 38.8% |

## Appendix 2 - Growth Rates for Populations of Color in Minnesota Counties

| COUNTIES | 1980 TOTAL MINORITY | 1990 TOTAL MINORITY | %CHANGE |
|---|---|---|---|
| Itasca | 1392 | 1600 | 14.9% |
| Jackson | 87 | 290 | 233.3% |
| Kanabec | 132 | 180 | 36.3% |
| Kandiyohi | 477 | 1704 | 257.2% |
| Kittson | 54 | 61 | 12.9% |
| Koochiching | 485 | 729 | 50.3% |
| Lac qui Parle | 73 | 73 | 0% |
| Lake | 161 | 110 | -31.6% |
| Lake of the Woods | 32 | 49 | 53.1% |
| Le Sueur | 198 | 252 | 27.2% |
| Lincoln | 45 | 46 | 2.2% |
| Lyon | 366 | 461 | 25.9% |
| McLeod | 349 | 487 | 39.5% |
| Mahnomen | 1027 | 1217 | 18.5% |
| Marshall | 91 | 179 | 96.7% |
| Martin | 217 | 263 | 21.2% |
| Meeker | 249 | 379 | 52.2% |
| Mille Lacs | 657 | 764 | 16.3% |
| Morrison | 186 | 261 | 40.3% |
| Mower | 421 | 657 | 56.0% |
| Murray | 66 | 41 | -37.8% |
| Nicollet | 367 | 547 | 49.0% |
| Nobles | 348 | 780 | 124.1% |
| Norman | 112 | 159 | 41.9% |
| Olmsted | 2200 | 5215 | 137.0% |
| Ottertail | 469 | 662 | 41.1% |
| Pennington | 194 | 264 | 36.1% |
| Pine | 617 | 1127 | 82.6% |
| Pipestone | 161 | 270 | 67.7% |

## Appendix 2 - Growth Rates for Populations of Color in Minnesota Counties

| COUNTIES | 1980 TOTAL MINORITY | 1990 TOTAL MINORITY | %CHANGE |
|---|---|---|---|
| Polk | 975 | 1674 | 71.7% |
| Pope | 42 | 51 | 18.6% |
| Ramsey | 37500 | 64816 | 72.8% |
| Red Lake | 27 | 56 | 107.4% |
| Redwood | 273 | 422 | 54.6% |
| Renville | 200 | 328 | 64.0% |
| Rice | 711 | 1413 | 98.7% |
| Rock | 67 | 93 | 38.8% |
| Roseau | 143 | 271 | 89.5% |
| Scott | 646 | 1534 | 137.4% |
| Sherburne | 616 | 914 | 48.4% |
| Sibley | 144 | 179 | 24.3% |
| St. Louis | 5535 | 6766 | 22.2% |
| Stearns | 1363 | 2065 | 51.5% |
| Steele | 412 | 795 | 92.9% |
| Stevens | 194 | 291 | 50.0% |
| Swift | 96 | 158 | 64.3% |
| Todd | 189 | 174 | -7.9% |
| Traverse | 113 | 149 | 31.8% |
| Wabasha | 131 | 226 | 72.5% |
| Washington | 2992 | 5769 | 92.8% |
| Watonwa | 287 | 692 | 141.1% |
| Wilken | 81 | 111 | 37.0% |
| Winona | 630 | 1173 | 87.2% |
| Wright | 552 | 879 | 59.2% |
| Yellow | 195 | 219 | 12.3% |

## Appendix 3 - Map of North and South Greater Minnesota

# MINNESOTA DEVELOPMENT REGIONS

**FOR ETHNICITY STUDY**
North Greater MN = Regions 1-5
South Greater MN = Regions 6-10



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| Area: St. Cloud | African American | | Native American | | Asian/Pac. Is. | | Hispanic/Latino | | Euro. Am./Caus. | | Total Minority | | Total | | % Change in Min. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Pop. 1980–90 |
| Total Population* | 472 | 1.0% | 283 | 0.6% | 657 | 1.3% | 287 | 0.6% | 47270 | 96.8% | 1699 | 3.5% | 48812 | 100.0% | 55.3% |
| Population of Children Ages 0–5* | 50 | 1.4% | 27 | 0.7% | 59 | 1.6% | 37 | 1.0% | 3479 | 95.3% | 173 | 4.7% | 3652 | 100.0% | NA |
| Center–Based Program Data | | | | | | | | | | | | | | | |
| Children in Care | 20 | 2.2% | 8 | 0.9% | 13 | 1.4% | 9 | 1.0% | 859 | 94.5% | 50 | 5.5% | 909 | 100.0% | NA |
| Director | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 13 | 100.0% | 0 | 0.0% | 13 | 100.0% | NA |
| Teachers | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 35 | 100.0% | 0 | 0.0% | 35 | 100.0% | NA |
| Asst. Teachers | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 40 | 100.0% | 0 | 0.0% | 40 | 100.0% | NA |
| Aides | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 51 | 100.0% | 0 | 0.0% | 51 | 100.0% | NA |
| Total Staff | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 139 | 100.0% | 0 | 0.0% | 139 | 100.0% | NA |
| Family Child Care Licensor Data | | | | | | | | | | | | | | | |
| Providers | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Family Child Care Food Program Data | | | | | | | | | | | | | | | |
| Children in Care | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Providers | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

* Persons of Hispanic origin can be of any race.

| Area: Minnesota | African American | | Native American | | Asian/Pac. Is. | | Hispanic/Latino | | Euro. Am./Cauc. | | Total Minority | | Total | | % Change in Min |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Pop.1980–90 |
| Total Population* | 94944 | 2.2% | 49909 | 1.1% | 77886 | 1.8% | 53884 | 1.2% | 4130395 | 94.4% | 273833 | 6.3% | 4375099 | 100.0% | 67.3% |
| Population of Children Ages 0–5* | 14945 | 4.1% | 7798 | 1.9% | 13367 | 3.2% | 8848 | 2.1% | 367005 | 89.1% | 44958 | 10.9% | 411963 | 100.0% | NA |
| **Center–Based Program Data** | | | | | | | | | | | | | | | |
| Children in Care | 3998 | 3.6% | 2182 | 2.0% | 2625 | 2.4% | 1334 | 1.2% | 99934 | 90.8% | 10139 | 9.2% | 110073 | 100.0% | NA |
| Director | 13 | 1.3% | 14 | 1.4% | 19 | 1.9% | 1 | 0.1% | 956 | 95.3% | 47 | 4.7% | 1003 | 100.0% | NA |
| Teachers | 54 | 1.7% | 50 | 1.5% | 23 | 0.7% | 32 | 1.0% | 3101 | 95.1% | 159 | 4.9% | 3260 | 100.0% | NA |
| Asst. Teachers | 72 | 3.6% | 49 | 2.4% | 25 | 1.2% | 23 | 1.1% | 1833 | 91.6% | 169 | 8.4% | 2002 | 100.0% | NA |
| Aides | 75 | 3.1% | 51 | 2.1% | 39 | 1.6% | 33 | 1.4% | 2186 | 91.7% | 198 | 8.3% | 2384 | 100.0% | NA |
| Total Staff | 214 | 2.5% | 164 | 1.9% | 106 | 1.2% | 89 | 1.0% | 8076 | 93.4% | 573 | 6.6% | 8649 | 100.0% | NA |
| **Head Start Program Data** | | | | | | | | | | | | | | | |
| Children in Care | 776 | 10.3% | 505 | 6.7% | 645 | 8.5% | 317 | 4.2% | 5327 | 70.4% | 2243 | 29.6% | 7570 | 100.0% | NA |
| Director | 1 | 3.6% | 1 | 3.6% | 0 | 0.0% | 1 | 3.6% | 25 | 89.3% | 3 | 10.7% | 28 | 100.0% | NA |
| Teachers | 27 | 7.6% | 20 | 5.6% | 2 | 0.6% | 1 | 0.3% | 306 | 86.0% | 50 | 14.0% | 356 | 100.0% | NA |
| Asst. Teachers | 27 | 17.4% | 17 | 11.0% | 3 | 1.9% | 1 | 0.6% | 107 | 69.0% | 48 | 31.0% | 155 | 100.0% | NA |
| Aides | 7 | 3.8% | 14 | 7.6% | 10 | 5.4% | 6 | 3.3% | 147 | 79.9% | 37 | 20.1% | 184 | 100.0% | NA |
| Total Staff | 62 | 8.6% | 52 | 7.2% | 15 | 2.1% | 9 | 1.2% | 585 | 80.9% | 138 | 19.1% | 723 | 100.0% | NA |
| **Family Child Care Licensor Data** | | | | | | | | | | | | | | | |
| Providers | 137 | 1.1% | 22 | 0.2% | 52 | 0.4% | 40 | 0.3% | 12658 | 98.1% | 251 | 1.9% | 12909 | 100.0% | NA |
| **Family Child Care Food Program Data** | | | | | | | | | | | | | | | |
| Children in Care | 1395 | 1.0% | 944 | 0.7% | 815 | 0.6% | 788 | 0.5% | 140230 | 97.3% | 3942 | 2.7% | 144172 | 100.0% | NA |
| Providers | 112 | 1.0% | 58 | 0.5% | 37 | 0.3% | 56 | 0.5% | 11237 | 97.7% | 263 | 2.3% | 11500 | 100.0% | NA |

* Persons of Hispanic origin can be of any race.

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| Area: Greater MN - North | African American | | Native American | | Asian/Pac. Is. | | Hispanic/Latino | | Euro. Am./Cauc. | | Total Minority | | Total | | % Change in Min. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Pop. 1980-90 |
| Total Population* | 1938 | 0.2% | 21708 | 2.7% | 3175 | 0.4% | 5459 | 0.7% | 768582 | 96.4% | 32280 | 4.0% | 797640 | 100.0% | 32.0% |
| | | | | | | | | | | | 0 | | | | |
| Population of Children Ages 0-5* | 267 | 0.4% | 3428 | 5.1% | 471 | 0.7% | 964 | 1.4% | 62247 | 92.4% | 5130 | 7.6% | 67377 | 100.0% | NA |
| | | | | | | | | | | | 0 | | | | |
| Center-Based Program Data | | | | | | | | | | | 0 | | | | |
| Children in Care | 107 | 1.4% | 304 | 3.9% | 116 | 1.5% | 65 | 0.8% | 7273 | 93.0% | 592 | 7.6% | 7824 | 100.0% | NA |
| | | | | | | | | | | | 0 | | | | |
| Director | 0 | 0.0% | 4 | 3.3% | 1 | 0.8% | 0 | 0.0% | 117 | 95.9% | 5 | 4.1% | 122 | 100.0% | NA |
| Teachers | 0 | 0.0% | 10 | 3.2% | 0 | 0.0% | 3 | 1.0% | 301 | 95.9% | 13 | 4.1% | 314 | 100.0% | NA |
| Asst. Teachers | 1 | 0.7% | 6 | 4.3% | 0 | 0.0% | 0 | 0.0% | 134 | 95.0% | 7 | 5.0% | 141 | 100.0% | NA |
| Aides | 1 | 0.3% | 9 | 3.1% | 1 | 0.3% | 4 | 1.4% | 274 | 94.8% | 15 | 5.2% | 289 | 100.0% | NA |
| Total Staff | 2 | 0.2% | 29 | 3.3% | 2 | 0.2% | 7 | 0.8% | 826 | 95.4% | 40 | 4.6% | 866 | 100.0% | NA |
| Head Start Program Data | | | | | | | | | | | | | | | |
| Children in Care | 36 | 1.5% | 127 | 5.2% | 27 | 1.1% | 99 | 4.1% | 2150 | 88.2% | 0 289 | 11.8% | 2439 | 100.0% | NA |
| | | | | | | | | | | | 0 | | | | |
| Director | 0 | 0.0% | 1 | 7.1% | 0 | 0.0% | 0 | 0.0% | 13 | 92.9% | 1 | 7.1% | 14 | 100.0% | NA |
| Teachers | 0 | 0.0% | 23 | 14.9% | 0 | 0.0% | 1 | 0.6% | 130 | 84.4% | 24 | 15.6% | 154 | 100.0% | NA |
| Asst. Teachers | 0 | 0.0% | 18 | 24.7% | 0 | 0.0% | 0 | 0.0% | 55 | 75.3% | 18 | 24.7% | 73 | 100.0% | NA |
| Aides | 0 | 0.0% | 21 | 35.6% | 0 | 0.0% | 1 | 1.7% | 37 | 62.7% | 22 | 37.3% | 59 | 100.0% | NA |
| Total Staff | 0 | 0.0% | 63 | 21.0% | 0 | 0.0% | 2 | 0.7% | 235 | 78.3% | 65 | 21.7% | 300 | 100.0% | NA |
| Family Child Care Licensor Data | | | | | | | | | | | | | | | |
| Providers | 3 | 0.1% | 11 | 0.5% | 4 | 0.2% | 1 | 0.0% | 2139 | 99.1% | 19 | 0.9% | 2158 | 100.0% | NA |
| Family Child Care Food Program Data | | | | | | | | | | | | | | | |
| Children in Care | 36 | 0.1% | 180 | 0.7% | 50 | 0.2% | 63 | 0.3% | 24743 | 98.7% | 329 | 1.3% | 25072 | 100.0% | NA |
| Providers | 1 | 0.0% | 31 | 1.3% | 3 | 0.1% | 0 | 0.0% | 2432 | 98.6% | 35 | 1.4% | 2467 | 100.0% | NA |

* Persons of Hispanic origin can be of any race.

| Area: Greater MN - South | African American | | Native American | | Asian/Pac. Is. | | Hispanic/Latino | | Euro. Am./Cauc. | | Total Minority | | Total | | % Change in Min. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Pop.1980 - 90 |
| Total Population* | 3535 | 0.2% | 4851 | 0.3% | 10040 | 0.6% | 11656 | 0.7% | 1273847 | 79.7% | 30082 | 1.9% | 1597941 | 100.0% | 87.3% |
| Population of Children Ages 0 - 5* | 444 | 0.4% | 706 | 0.6% | 1615 | 1.3% | 2018 | 1.7% | 114897 | 96.0% | 4783 | 4.0% | 119680 | 100.0% | NA |
| Center - Based Program Data | | | | | | | | | | | | | | | |
| Children in Care | 257 | 1.1% | 141 | 0.6% | 443 | 1.9% | 242 | 1.1% | 21556 | 94.8% | 1083 | 4.8% | 22742 | 100.0% | NA |
| Director | 1 | 0.4% | 1 | 0.4% | 2 | 0.8% | 0 | 0.0% | 232 | 98.3% | 4 | 1.7% | 236 | 100.0% | NA |
| Teachers | 3 | 0.5% | 4 | 0.6% | 1 | 0.2% | 3 | 0.5% | 635 | 98.3% | 11 | 1.7% | 646 | 100.0% | NA |
| Asst. Teachers | 0 | 0.0% | 3 | 0.7% | 0 | 0.0% | 3 | 0.7% | 442 | 98.7% | 6 | 1.3% | 448 | 100.0% | NA |
| Aides | 2 | 0.3% | 2 | 0.3% | 13 | 1.9% | 9 | 1.3% | 655 | 96.2% | 26 | 3.8% | 681 | 100.0% | NA |
| Total Staff | 6 | 0.3% | 10 | 0.5% | 16 | 0.8% | 15 | 0.7% | 1964 | 97.7% | 47 | 2.3% | 2011 | 100.0% | NA |
| Head Start Program Data | | | | | | | | | | | | | | | |
| Children in Care | 36 | 1.5% | 48 | 2.0% | 126 | 5.3% | 161 | 6.7% | 2016 | 84.5% | 371 | 15.5% | 2387 | 100.0% | NA |
| Director | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 9 | 100.0% | 0 | 0.0% | 9 | 100.0% | NA |
| Teachers | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 99 | 100.0% | 0 | 0.0% | 99 | 100.0% | NA |
| Asst. Teachers | 0 | 0.0% | 1 | 3.6% | 0 | 0.0% | 1 | 3.6% | 26 | 92.9% | 2 | 7.1% | 28 | 100.0% | NA |
| Aides | 0 | 0.0% | 0 | 0.0% | 4 | 3.9% | 2 | 1.9% | 97 | 94.2% | 6 | 5.8% | 103 | 100.0% | NA |
| Total Staff | 0 | 0.0% | 1 | 0.4% | 4 | 1.7% | 3 | 1.3% | 231 | 96.7% | 8 | 3.3% | 239 | 100.0% | NA |
| Family Child Care Licensor Data | | | | | | | | | | | | | | | |
| Providers | 1 | 0.0% | 7 | 0.1% | 8 | 0.2% | 12 | 0.3% | 4717 | 99.4% | 28 | 0.6% | 4745 | 100.0% | NA |
| Family Child Care Food Program Data | | | | | | | | | | | | | | | |
| Children in Care | 110 | 0.2% | 188 | 0.4% | 213 | 0.4% | 176 | 0.4% | 47123 | 98.6% | 687 | 1.4% | 47810 | 100.0% | NA |
| Providers | 5 | 0.1% | 8 | 0.2% | 7 | 0.2% | 14 | 0.3% | 4331 | 99.2% | 34 | 0.8% | 4365 | 100.0% | NA |

* Persons of Hispanic origin can be of any race.

| Area: Twin Cities Metro Area | African American | | Native American | | Asian/Pac. Is. | | Hispanic/Latino | | Euro. Am./Cauc. | | Total Minority | | Total | | % Change in Min. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Pop. 1980–90 |
| Total Population* | 89459 | 3.9% | 23340 | 1.0% | 64583 | 2.8% | 36716 | 1.6% | 2096659 | 91.6% | 214098 | 9.4% | 2288721 | 100.0% | 80.6% |
| Population of Children Ages 0–5* | 14234 | 6.4% | 3664 | 1.7% | 11281 | 5.1% | 5866 | 2.6% | 189861 | 85.6% | 35045 | 15.8% | 221702 | 100.0% | NA |
| Center–Based Program Data | | | | | | | | | | | | | | | |
| Children in Care | 3634 | 4.6% | 1737 | 2.2% | 2066 | 2.6% | 1027 | 1.3% | 71105 | 89.1% | 8464 | 10.6% | 79768 | 100.0% | NA |
| Director | 12 | 1.9% | 9 | 1.4% | 16 | 2.5% | 1 | 0.2% | 607 | 94.1% | 38 | 5.9% | 645 | 100.0% | NA |
| Teachers | 51 | 2.2% | 36 | 1.6% | 22 | 1.0% | 26 | 1.1% | 2165 | 94.1% | 135 | 5.9% | 2300 | 100.0% | NA |
| Asst. Teachers | 72 | 5.1% | 40 | 2.8% | 25 | 1.8% | 20 | 1.4% | 1257 | 88.9% | 157 | 11.1% | 1414 | 100.0% | NA |
| Aides | 123 | 7.1% | 50 | 2.9% | 43 | 2.5% | 23 | 1.3% | 1505 | 86.3% | 239 | 13.7% | 1744 | 100.0% | NA |
| Total Staff | 258 | 4.2% | 135 | 2.2% | 106 | 1.7% | 70 | 1.1% | 5534 | 90.7% | 569 | 9.3% | 6103 | 100.0% | NA |
| Head Start Program Data | | | | | | | | | | | | | | | |
| Children in Care | 700 | 31.2% | 93 | 4.1% | 490 | 21.9% | 53 | 2.4% | 906 | 40.4% | 1336 | 59.6% | 2242 | 100.0% | NA |
| Director | 1 | 16.7% | 0 | 0.0% | 0 | 0.0% | 1 | 16.7% | 4 | 66.7% | 2 | 33.3% | 6 | 100.0% | NA |
| Teachers | 27 | 24.1% | 5 | 4.5% | 2 | 1.8% | 0 | 0.0% | 78 | 69.6% | 34 | 30.4% | 112 | 100.0% | NA |
| Asst. Teachers | 27 | 44.3% | 2 | 3.3% | 3 | 4.9% | 0 | 0.0% | 29 | 47.5% | 32 | 52.5% | 61 | 100.0% | NA |
| Aides | 7 | 24.1% | 0 | 0.0% | 6 | 20.7% | 3 | 10.3% | 13 | 44.8% | 16 | 55.2% | 29 | 100.0% | NA |
| Total Staff | 62 | 29.8% | 7 | 3.4% | 11 | 5.3% | 4 | 1.9% | 124 | 59.6% | 84 | 40.4% | 208 | 100.0% | NA |
| Family Child Care Licensor Data | | | | | | | | | | | | | | | |
| Providers | 133 | 2.2% | 4 | 0.1% | 40 | 0.7% | 27 | 0.4% | 5802 | 96.6% | 204 | 3.4% | 6006 | 100.0% | NA |
| Family Child Care Food Program Data | | | | | | | | | | | | | | | |
| Children in Care | 1185 | 2.1% | 232 | 0.4% | 494 | 0.9% | 431 | 0.8% | 53605 | 95.8% | 2342 | 4.2% | 55947 | 100.0% | NA |
| Providers | 106 | 2.3% | 19 | 0.4% | 27 | 0.6% | 42 | 0.9% | 4474 | 95.8% | 194 | 4.2% | 4668 | 100.0% | NA |

* Persons of Hispanic origin can be of any race.

| Area: Anoka County | African American | | Native American | | Asian/Pac. Is. | | Hispanic/Latino | | Euro. Am./Cauc. | | Total Minority | | Total | | % Change in Min. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Pop. 1980–90 |
| Total Population* | 1289 | 0.5% | 1865 | 0.8% | 2934 | 1.2% | 2269 | 0.9% | 236791 | 97.2% | 8357 | 3.4% | 243641 | 100.0% | 81.2% |
| Population of Children Ages 0–5* | 241 | 0.9% | 235 | 0.9% | 413 | 1.6% | 355 | 1.4% | 24795 | 96.0% | 1244 | 4.8% | 25831 | 100.0% | NA |
| Center–Based Program Data | | | | | | | | | | | | | | | |
| Children in Care | 95 | 2.3% | 26 | 0.6% | 67 | 1.6% | 19 | 0.5% | 3932 | 95.0% | 207 | 5.0% | 4139 | 100.0% | NA |
| Director | 0 | 0.0% | 0 | 0.0% | 1 | 1.9% | 0 | 0.0% | 53 | 98.1% | 1 | 1.9% | 54 | 100.0% | NA |
| Teachers | 0 | 0.0% | 0 | 0.0% | 1 | 0.5% | 1 | 0.5% | 185 | 98.9% | 2 | 1.1% | 187 | 100.0% | NA |
| Asst. Teachers | 0 | 0.0% | 1 | 1.0% | 0 | 0.0% | 0 | 0.0% | 104 | 99.0% | 1 | 1.0% | 105 | 100.0% | NA |
| Aides | 5 | 2.7% | 1 | 0.5% | 2 | 1.1% | 2 | 1.1% | 173 | 94.5% | 10 | 5.5% | 183 | 100.0% | NA |
| Total Staff | 5 | 0.9% | 2 | 0.4% | 4 | 0.8% | 3 | 0.6% | 515 | 97.4% | 14 | 2.6% | 529 | 100.0% | NA |
| Family Child Care Licensor Data | | | | | | | | | | | | | | | |
| Providers | 1 | 0.1% | 0 | 0.0% | 3 | 0.3% | 2 | 0.2% | 975 | 99.4% | 6 | 0.6% | 981 | 100.0% | NA |
| Family Child Care Food Program Data | | | | | | | | | | | | | | | |
| Children in Care | 17 | 0.2% | 21 | 0.2% | 41 | 0.5% | 34 | 0.4% | 8637 | 98.7% | 113 | 1.3% | 8750 | 100.0% | NA |
| Providers | 0 | 0.0% | 2 | 0.3% | 3 | 0.4% | 4 | 0.6% | 715 | 98.8% | 9 | 1.2% | 724 | 100.0% | NA |

* Persons of Hispanic origin can be of any race.

| Area: Carver County | African American | | Native American | | Asian/Pac. Is. | | Hispanic/Latino | | Euro. Am./Cauc. | | Total Minority | | Total | | % Change in Min. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Pop. 1980–90 |
| Total Population* | 103 | 0.2% | 112 | 0.2% | 444 | 0.9% | 252 | 0.5% | 47167 | 98.4% | 911 | 1.9% | 47915 | 100.0% | 153.3% |
| Population of Children Ages 0–5* | 13 | 0.2% | 11 | 0.2% | 76 | 1.4% | 40 | 0.7% | 5335 | 97.8% | 140 | 2.6% | 5455 | 100.0% | NA |
| Center–Based Program Data | | | | | | | | | | | | | | | |
| Children in Care | 3 | 0.5% | 29 | 4.6% | 10 | 1.6% | 0 | 0.0% | 591 | 93.4% | 42 | 6.6% | 633 | 100.0% | NA |
| Director | 0 | 0.0% | 1 | 8.3% | 0 | 0.0% | 0 | 0.0% | 11 | 91.7% | 1 | 8.3% | 12 | 100.0% | NA |
| Teachers | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 21 | 100.0% | 0 | 0.0% | 21 | 100.0% | NA |
| Asst. Teachers | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 7 | 100.0% | 0 | 0.0% | 7 | 100.0% | NA |
| Aides | 0 | 0.0% | 3 | 10.3% | 0 | 0.0% | 0 | 0.0% | 26 | 89.7% | 3 | 10.3% | 29 | 100.0% | NA |
| Total Staff | 0 | 0.0% | 4 | 5.8% | 0 | 0.0% | 0 | 0.0% | 65 | 94.2% | 4 | 5.8% | 69 | 100.0% | NA |
| Family Child Care Licensor Data | | | | | | | | | | | | | | | |
| Providers | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 208 | 100.0% | 0 | 0.0% | 208 | 100.0% | NA |
| Family Child Care Food Program Data | | | | | | | | | | | | | | | |
| Children in Care | 9 | 0.5% | 13 | 0.7% | 4 | 0.2% | 2 | 0.1% | 1962 | 98.6% | 28 | 1.4% | 1990 | 100.0% | NA |
| Providers | 0 | 0.0% | 0 | 0.0% | 1 | 0.6% | 0 | 0.0% | 161 | 99.4% | 1 | 0.6% | 162 | 100.0% | NA |

* Persons of Hispanic origin can be of any race.

| Area: Dakota County | African American | | Native American | | Asian/Pac. Is. | | Hispanic/Latino | | Euro. Am./Cauc. | | Total Minority | | Total | | % Change in Min. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Pop. 1980-90 |
| Total Population* | 3411 | 1.2% | 893 | 0.3% | 4643 | 1.7% | 4025 | 1.5% | 264854 | 96.2% | 12972 | 4.7% | 275227 | 100.0% | 135.9% |
| Population of Children Ages 0-5* | 540 | 1.8% | 114 | 0.4% | 705 | 2.3% | 694 | 2.3% | 28987 | 94.6% | 2053 | 6.7% | 30638 | 100.0% | NA |
| Center-Based Program Data | | | | | | | | | | | | | | | |
| Children in Care | 193 | 2.4% | 200 | 2.5% | 195 | 2.4% | 118 | 1.4% | 7439 | 91.3% | 706 | 8.7% | 8145 | 100.0% | NA |
| Director | 0 | 0.0% | 2 | 2.6% | 2 | 2.6% | 0 | 0.0% | 73 | 94.8% | 4 | 5.2% | 77 | 100.0% | NA |
| Teachers | 2 | 0.6% | 7 | 2.1% | 4 | 1.2% | 0 | 0.0% | 316 | 96.0% | 13 | 4.0% | 329 | 100.0% | NA |
| Asst. Teachers | 2 | 1.4% | 8 | 5.5% | 3 | 2.1% | 0 | 0.0% | 133 | 91.1% | 13 | 8.9% | 146 | 100.0% | NA |
| Aides | 4 | 1.4% | 16 | 5.6% | 3 | 1.0% | 1 | 0.3% | 264 | 91.7% | 24 | 8.3% | 288 | 100.0% | NA |
| Total Staff | 8 | 1.0% | 33 | 3.9% | 12 | 1.4% | 1 | 0.1% | 786 | 93.6% | 54 | 6.4% | 840 | 100.0% | NA |
| Family Child Care Licensor Data | | | | | | | | | | | | | | | |
| Providers | 5 | 0.6% | 0 | 0.0% | 5 | 0.6% | 3 | 0.4% | 813 | 98.4% | 13 | 1.6% | 826 | 100.0% | NA |
| Family Child Care Food Program Data | | | | | | | | | | | | | | | |
| Children in Care | 35 | 0.4% | 4 | 0.0% | 30 | 0.3% | 48 | 0.5% | 8757 | 98.7% | 117 | 1.3% | 8874 | 100.0% | NA |
| Providers | 2 | 0.3% | 4 | 0.6% | 1 | 0.1% | 4 | 0.6% | 681 | 98.4% | 11 | 1.6% | 692 | 100.0% | NA |

* Persons of Hispanic origin can be of any race.

| Area: Hennepin County | African American | | Native American | | Asian/Pac. Is. | | Hispanic/Latino | | Euro. Am./Cauc. | | Total Minority | | Total | | % Change in |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Min. Pop. 80-90 |
| Total Population* | 60114 | 5.8% | 14912 | 1.4% | 29588 | 2.9% | 13978 | 1.4% | 922321 | 89.3% | 118592 | 11.5% | 1032431 | 100.0% | 78.8% |
| Population of Children Ages 0-5* | 9644 | 10.5% | 2540 | 2.8% | 4447 | 4.8% | 2095 | 2.3% | 74350 | 80.8% | 18726 | 20.4% | 92011 | 100.0% | NA |
| **Center-Based Program Data** | | | | | | | | | | | | | | | |
| Children in Care | 2195 | 10.7% | 506 | 2.5% | 681 | 3.3% | 340 | 1.7% | 16777 | 81.7% | 3722 | 18.1% | 20548 | 100.0% | NA |
| Director | 6 | 2.0% | 3 | 1.0% | 12 | 4.0% | 0 | 0.0% | 278 | 93.0% | 21 | 7.0% | 299 | 100.0% | NA |
| Teachers | 33 | 3.1% | 21 | 2.0% | 12 | 1.1% | 13 | 1.2% | 985 | 92.6% | 79 | 7.4% | 1064 | 100.0% | NA |
| Asst. Teachers | 53 | 7.4% | 15 | 2.1% | 14 | 1.9% | 8 | 1.1% | 628 | 87.5% | 90 | 12.5% | 718 | 100.0% | NA |
| Aides | 85 | 10.9% | 26 | 3.3% | 25 | 3.2% | 9 | 1.2% | 637 | 81.5% | 145 | 18.5% | 782 | 100.0% | NA |
| Total Staff | 177 | 6.2% | 65 | 2.3% | 63 | 2.2% | 30 | 1.0% | 2528 | 88.3% | 335 | 11.7% | 2863 | 100.0% | NA |
| **Head Start Data** | | | | | | | | | | | | | | | |
| Children in Care | 417 | 51.0% | 65 | 8.0% | 147 | 18.0% | 8 | 1.0% | 180 | 22.0% | 637 | 78.0% | 817 | 100.0% | NA |
| Director | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% | 1 | 50.0% | 0 | 0.0% | 2 | 100.0% | 2 | 100.0% | NA |
| Teachers | 18 | 48.6% | 3 | 8.1% | 2 | 5.4% | 0 | 0.0% | 14 | 37.8% | 23 | 62.2% | 37 | 100.0% | NA |
| Asst. Teachers | 26 | 68.4% | 1 | 2.6% | 2 | 5.3% | 0 | 0.0% | 9 | 23.7% | 29 | 76.3% | 38 | 100.0% | NA |
| Aides | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | NA |
| Total Staff | 45 | 58.4% | 4 | 5.2% | 4 | 5.2% | 1 | 1.3% | 23 | 29.9% | 54 | 70.1% | 77 | 100.0% | NA |
| **Family Child Care Licensor Data** | | | | | | | | | | | | | | | |
| Providers | 78 | 4.0% | 2 | 0.1% | 4 | 0.2% | 0 | 0.0% | 1848 | 95.7% | 84 | 4.3% | 1932 | 100.0% | NA |
| **Family Child Care Food Program Data** | | | | | | | | | | | | | | | |
| Children in Care | 592 | 3.3% | 120 | 0.7% | 95 | 0.5% | 100 | 0.6% | 17021 | 94.9% | 907 | 5.1% | 17928 | 100.0% | NA |
| Providers | 62 | 4.4% | 3 | 0.2% | 6 | 0.4% | 15 | 1.1% | 1316 | 93.9% | 86 | 6.1% | 1402 | 100.0% | NA |

*Persons of Hispanic origin can be of any race.

| Area: Ramsey County | African American | | Native American | | Asian/Pac. Is. | | Hispanic/Latino | | Euro. Am./Cauc. | | Total Minority | | Total | | % Change in Min. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Pop. 1980–90 |
| Total Population* | 22674 | 4.7% | 4509 | 0.9% | 24792 | 5.1% | 13890 | 2.9% | 427677 | 88.0% | 65865 | 13.6% | 485765 | 100.0% | 72.8% |
| Population of Children Ages 0–5* | 3562 | 7.7% | 641 | 1.4% | 5295 | 11.4% | 2306 | 5.0% | 35882 | 77.3% | 11804 | 25.4% | 46406 | 100.0% | NA |
| Center-Based Program Data | | | | | | | | | | | | | | | |
| Children in Care | 708 | 7.6% | 136 | 1.5% | 398 | 4.3% | 200 | 2.1% | 8026 | 86.1% | 1442 | 15.5% | 9318 | 100.0% | NA |
| Director | 6 | 4.2% | 2 | 1.4% | 1 | 0.7% | 1 | 0.7% | 132 | 93.0% | 10 | 7.0% | 142 | 100.0% | NA |
| Teachers | 16 | 3.2% | 8 | 1.6% | 5 | 1.0% | 11 | 2.2% | 457 | 92.0% | 40 | 8.0% | 497 | 100.0% | NA |
| Asst. Teachers | 17 | 5.3% | 12 | 3.7% | 7 | 2.2% | 10 | 3.1% | 275 | 85.7% | 46 | 14.3% | 321 | 100.0% | NA |
| Aides | 28 | 8.4% | 3 | 0.9% | 11 | 3.3% | 11 | 3.3% | 282 | 84.2% | 53 | 15.8% | 335 | 100.0% | NA |
| Total Staff | 67 | 5.2% | 25 | 1.9% | 24 | 1.9% | 33 | 2.5% | 1146 | 88.5% | 149 | 11.5% | 1295 | 100.0% | NA |
| Head Start Program Data | | | | | | | | | | | | | | | |
| Children in Care | 246 | 31.4% | 12 | 1.5% | 310 | 39.6% | 31 | 4.0% | 184 | 23.5% | 599 | 76.5% | 783 | 100.0% | NA |
| Director | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 1 | 100.0% | NA |
| Teachers | 9 | 40.9% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 13 | 59.1% | 9 | 40.9% | 22 | 100.0% | NA |
| Asst. Teachers | 1 | 33.3% | 0 | 0.0% | 1 | 33.3% | 0 | 0.0% | 1 | 33.3% | 2 | 66.7% | 3 | 100.0% | NA |
| Aides | 7 | 35.0% | 0 | 0.0% | 6 | 30.0% | 1 | 5.0% | 6 | 30.0% | 14 | 70.0% | 20 | 100.0% | NA |
| Total Staff | 17 | 37.0% | 0 | 0.0% | 7 | 15.2% | 1 | 2.2% | 21 | 45.7% | 25 | 54.3% | 46 | 100.0% | NA |
| Family Child Care Licensor Data | | | | | | | | | | | | | | | |
| Providers | 47 | 3.6% | 1 | 0.1% | 24 | 1.9% | 17 | 1.3% | 1201 | 93.1% | 89 | 6.9% | 1290 | 100.0% | NA |
| Family Child Care Food Program Data | | | | | | | | | | | | | | | |
| Children in Care | 512 | 4.7% | 57 | 0.5% | 285 | 2.6% | 211 | 1.9% | 9879 | 90.3% | 1065 | 9.7% | 10944 | 100.0% | NA |
| Providers | 39 | 3.6% | 8 | 0.7% | 15 | 1.4% | 15 | 1.4% | 1016 | 93.0% | 77 | 7.0% | 1093 | 100.0% | NA |

* Persons of Hispanic origin can be of any race.

| Area: Scott County | African American | | Native American | | Asian/Pac. Is. | | Hispanic/Latino | | Euro. Am./Caus. | | Total Minority | | Total | | % Change in Min. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Pop. 1980–90 |
| Total Population* | 267 | 0.5% | 362 | 0.6% | 534 | 0.9% | 407 | 0.7% | 56583 | 97.8% | 1570 | 2.7% | 57846 | 100.0% | 137.4% |
| Population of Children Ages 0–5* | 42 | 0.6% | 61 | 0.9% | 90 | 1.4% | 67 | 1.0% | 6370 | 96.7% | 260 | 3.9% | 6585 | 100.0% | NA |
| Center–Based Program Data | | | | | | | | | | | | | | | |
| Children in Care | 9 | 0.9% | 124 | 11.9% | 23 | 2.2% | 2 | 0.2% | 884 | 84.8% | 158 | 15.2% | 1042 | 100.0% | NA |
| Director | 0 | 0.0% | 1 | 6.3% | 0 | 0.0% | 0 | 0.0% | 15 | 93.8% | 1 | 6.3% | 16 | 100.0% | NA |
| Teachers | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 28 | 100.0% | 0 | 0.0% | 28 | 100.0% | NA |
| Asst. Teachers | 0 | 0.0% | 2 | 10.5% | 0 | 0.0% | 0 | 0.0% | 17 | 89.5% | 2 | 10.5% | 19 | 100.0% | NA |
| Aides | 0 | 0.0% | 1 | 4.0% | 0 | 0.0% | 0 | 0.0% | 24 | 96.0% | 1 | 4.0% | 25 | 100.0% | NA |
| Total Staff | 0 | 0.0% | 4 | 4.5% | 0 | 0.0% | 0 | 0.0% | 84 | 95.5% | 4 | 4.5% | 88 | 100.0% | NA |
| Family Child Care Licensor Data | | | | | | | | | | | | | | | |
| Providers | 1 | 0.3% | 1 | 0.3% | 1 | 0.3% | 2 | 0.5% | 365 | 98.6% | 5 | 1.4% | 370 | 100.0% | NA |
| Family Child Care Food Program Data | | | | | | | | | | | | | | | |
| Children in Care | 6 | 0.2% | 11 | 0.3% | 14 | 0.4% | 16 | 0.4% | 3662 | 98.7% | 47 | 1.3% | 3709 | 100.0% | NA |
| Providers | 1 | 0.3% | 0 | 0.0% | 1 | 0.3% | 2 | 0.7% | 282 | 98.6% | 4 | 1.4% | 286 | 100.0% | NA |

*Persons of Hispanic origin can be of any race.

| Area: Washington County | African American | | Native American | | Asian/Pac. Is. | | Hispanic/Latino | | Euro. Am./Caus. | | Total Minority | | Total | | % Change in Min. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Pop. 1980–90 |
| Total Population* | 1601 | 1.1% | 687 | 0.5% | 1648 | 1.1% | 1695 | 1.3% | 141266 | 96.8% | 5831 | 4.0% | 145896 | 100.0% | 92.8% |
| Population of Children Ages 0–5* | 192 | 1.3% | 62 | 0.4% | 255 | 1.7% | 125 | 0.8% | 14142 | 95.7% | 634 | 4.3% | 14776 | 100.0% | NA |
| Center–Based Program Data | | | | | | | | | | | | | | | |
| Children in Care | 66 | 1.6% | 8 | 0.2% | 133 | 3.3% | 32 | 0.8% | 3552 | 88.3% | 239 | 5.9% | 4021 | 100.0% | NA |
| Director | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 45 | 100.0% | 0 | 0.0% | 45 | 100.0% | NA |
| Teachers | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 1 | 0.6% | 173 | 99.4% | 1 | 0.6% | 174 | 100.0% | NA |
| Asst. Teachers | 0 | 0.0% | 2 | 2.0% | 1 | 1.0% | 2 | 2.0% | 93 | 94.9% | 5 | 5.1% | 98 | 100.0% | NA |
| Aides | 1 | 1.0% | 0 | 0.0% | 2 | 2.0% | 0 | 0.0% | 99 | 97.1% | 3 | 2.9% | 102 | 100.0% | NA |
| Total Staff | 1 | 0.2% | 2 | 0.5% | 3 | 0.7% | 3 | 0.7% | 410 | 97.9% | 9 | 2.1% | 419 | 100.0% | NA |
| Family Child Care Licensor Data | | | | | | | | | | | | | | | |
| Providers | 1 | 0.3% | 0 | 0.0% | 3 | 0.8% | 3 | 0.8% | 392 | 98.2% | 7 | 1.8% | 399 | 100.0% | NA |
| Family Child Care Food Program Data | | | | | | | | | | | | | | | |
| Children in Care | 14 | 0.4% | 6 | 0.2% | 25 | 0.7% | 20 | 0.5% | 3687 | 98.3% | 65 | 1.7% | 3752 | 100.0% | NA |
| Providers | 2 | 0.6% | 2 | 0.6% | 0 | 0.0% | 2 | 0.6% | 303 | 98.1% | 6 | 1.9% | 309 | 100.0% | NA |

* Persons of Hispanic origin can be of any race.





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| Area: Minneapolis | African American | | Native American | | Asian/Pac. Is. | | Hispanic/Latino | | Euro. Am./Cauc. | | Total Minority | | Total | | % Change in Min. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Pop. 1980–90 |
| Total Population* | 47948 | 13.0% | 12335 | 3.3% | 15723 | 4.3% | 7900 | 2.1% | 288967 | 78.4% | 83906 | 22.8% | 368383 | 100.0% | 87.8% |
| Population of Children Ages 0–5* | 7662 | 24.0% | 2236 | 7.0% | 2613 | 8.2% | 1185 | 3.7% | 18867 | 59.0% | 13696 | 42.8% | 31972 | 100.0% | NA |
| Center–Based Program Data | | | | | | | | | | | | | | | |
| Children in Care | 1478 | 23.2% | 271 | 4.3% | 267 | 4.2% | 165 | 2.6% | 4095 | 64.2% | 2181 | 34.2% | 6376 | 100.0% | NA |
| Director | 5 | 5.0% | 1 | 1.0% | 7 | 6.9% | 0 | 0.0% | 88 | 87.1% | 13 | 12.9% | 101 | 100.0% | NA |
| Teachers | 28 | 8.4% | 7 | 2.1% | 6 | 1.8% | 5 | 1.5% | 287 | 86.2% | 46 | 13.8% | 333 | 100.0% | NA |
| Asst. Teachers | 41 | 16.5% | 2 | 0.8% | 8 | 3.2% | 2 | 0.8% | 195 | 78.6% | 53 | 21.4% | 248 | 100.0% | NA |
| Aides | 66 | 26.5% | 11 | 4.4% | 11 | 4.4% | 3 | 1.2% | 158 | 63.5% | 91 | 36.5% | 249 | 100.0% | NA |
| Total Staff | 140 | 15.0% | 21 | 2.3% | 32 | 3.4% | 10 | 1.1% | 728 | 78.2% | 203 | 21.8% | 931 | 100.0% | NA |
| Family Child Care Licensor Data | | | | | | | | | | | | | | | |
| Providers | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Family Child Care Food Program Data | | | | | | | | | | | | | | | |
| Children in Care | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Providers | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

* Persons of Hispanic origin can be of any race.

| Area: St. Paul | African American | | Native American | | Asian/Pac. Is. | | Hispanic/Latino | | Euro. Am./Cauc. | | Total Minority | | Total | | % Change in Min. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Pop. 1980–90 |
| Total Population * | 20083 | 7.4% | 3697 | 1.4% | 19197 | 7.1% | 11476 | 4.2% | 223947 | 82.3% | 54453 | 20.0% | 272235 | 100.0% | 73.1% |
| Population of Children Ages 0–5* | 3157 | 11.6% | 543 | 2.0% | 4499 | 16.6% | 1864 | 6.9% | 18103 | 66.6% | 10063 | 37.0% | 27175 | 100.0% | NA |
| Center–Based Program Data | | | | | | | | | | | | | | | |
| Children in Care | 635 | 14.7% | 113 | 2.6% | 246 | 5.7% | 139 | 3.2% | 3340 | 77.1% | 1133 | 26.2% | 4332 | 100.0% | NA |
| Director | 6 | 7.5% | 2 | 2.5% | 1 | 1.3% | 1 | 1.3% | 70 | 87.5% | 10 | 12.5% | 80 | 100.0% | NA |
| Teachers | 14 | 5.6% | 7 | 2.8% | 3 | 1.2% | 8 | 3.2% | 216 | 87.1% | 32 | 12.9% | 248 | 100.0% | NA |
| Asst. Teachers | 15 | 8.8% | 12 | 7.1% | 6 | 3.5% | 6 | 3.5% | 131 | 77.1% | 39 | 22.9% | 170 | 100.0% | NA |
| Aides | 26 | 14.3% | 2 | 1.1% | 6 | 3.3% | 9 | 4.9% | 139 | 76.4% | 43 | 23.6% | 182 | 100.0% | NA |
| Total Staff | 61 | 9.0% | 23 | 3.4% | 16 | 2.4% | 24 | 3.5% | 556 | 81.8% | 124 | 18.2% | 680 | 100.0% | NA |
| Family Child Care Licensor Data | | | | | | | | | | | | | | | |
| Providers | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Family Child Care Food Program Data | | | | | | | | | | | | | | | |
| Children in Care | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Providers | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

* Persons of Hispanic origin can be of any race.

| Area: Bemidji | African American | | Native American | | Asian/Pac. Is. | | Hispanic/Latino | | Euro. Am./Cauc. | | Total Minority | | Total | | % Change in Min |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Pop. 1980–90 |
| Total Population* | 60 | 0.5% | 1017 | 9.0% | 132 | 1.2% | 58 | 0.5% | 10038 | 89.2% | 1267 | 11.3% | 11245 | 100.0% | 99.0% |
| Population of Children Ages 0–5* | 7 | 0.8% | 197 | 22.0% | 9 | 1.0% | 13 | 1.5% | 669 | 74.7% | 226 | 25.3% | 895 | 100.0% | NA |
| **Center–Based Program Data** | | | | | | | | | | | | | | | |
| Children in Care | 1 | 0.5% | 17 | 8.4% | 8 | 3.9% | 0 | 0.0% | 177 | 87.2% | 26 | 12.8% | 203 | 100.0% | NA |
| Director | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 4 | 100.0% | 0 | 0.0% | 4 | 100.0% | NA |
| Teachers | 0 | 0.0% | 1 | 11.1% | 0 | 0.0% | 0 | 0.0% | 8 | 88.9% | 1 | 11.1% | 9 | 100.0% | NA |
| Asst. Teachers | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% | 2 | 100.0% | NA |
| Aides | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 3 | 100.0% | 0 | 0.0% | 3 | 100.0% | NA |
| Total Staff | 0 | 0.0% | 1 | 5.6% | 0 | 0.0% | 0 | 0.0% | 17 | 94.4% | 1 | 5.6% | 18 | 100.0% | NA |
| **Family Child Care Licensor Data** | | | | | | | | | | | | | | | |
| Providers | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| **Family Child Care Food Program Data** | | | | | | | | | | | | | | | |
| Children in Care | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Providers | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

* Persons of Hispanic origin can be of any race.

| Area: Duluth | African American | | Native American | | Asian/Pac. Is. | | Hispanic/Latino | | Euro. Am./Cauc. | | Total Minority | | Total | | % Change in Min. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Pop. 1980-90 |
| Total Population* | 747 | 0.9% | 1837 | 2.1% | 768 | 0.9% | 510 | 0.6% | 81980 | 95.9% | 3862 | 4.5% | 85493 | 100.0% | 24.1% |
| Population of Children Ages 0-5* | 117 | 1.8% | 283 | 4.2% | 135 | 2.0% | 79 | 1.2% | 6070 | 90.8% | 614 | 9.2% | 6684 | 100.0% | NA |
| Center-Based Program Data | | | | | | | | | | | | | | | |
| Children in Care | 75 | 3.8% | 72 | 3.6% | 54 | 2.7% | 13 | 0.7% | 1765 | 89.2% | 214 | 10.8% | 1979 | 100.0% | NA |
| Director | 0 | 0.0% | 1 | 3.4% | 0 | 0.0% | 0 | 0.0% | 28 | 96.6% | 1 | 3.4% | 29 | 100.0% | NA |
| Teachers | 0 | 0.0% | 2 | 2.2% | 0 | 0.0% | 0 | 0.0% | 91 | 97.8% | 2 | 2.2% | 93 | 100.0% | NA |
| Asst. Teachers | 1 | 2.1% | 1 | 2.1% | 0 | 0.0% | 0 | 0.0% | 46 | 95.8% | 2 | 4.2% | 48 | 100.0% | NA |
| Aides | 1 | 1.1% | 3 | 3.3% | 0 | 0.0% | 0 | 0.0% | 87 | 95.6% | 4 | 4.4% | 91 | 100.0% | NA |
| Total Staff | 2 | 0.8% | 7 | 2.7% | 0 | 0.0% | 0 | 0.0% | 252 | 96.6% | 9 | 3.4% | 261 | 100.0% | NA |
| Head Start Program Data | | | | | | | | | | | | | | | |
| Children in Care | 17 | 5.2% | 26 | 7.9% | 15 | 4.6% | 3 | 0.9% | 268 | 81.5% | 61 | 18.5% | 329 | 100.0% | NA |
| Director | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 1 | 100.0% | NA |
| Teachers | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 12 | 100.0% | 0 | 0.0% | 12 | 100.0% | NA |
| Asst. Teachers | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 100.0% | NA |
| Aides | 0 | 0.0% | 1 | 10.0% | 0 | 0.0% | 0 | 0.0% | 9 | 90.0% | 1 | 10.0% | 10 | 100.0% | NA |
| Total Staff | 0 | 0.0% | 1 | 4.3% | 0 | 0.0% | 0 | 0.0% | 22 | 95.7% | 1 | 4.3% | 23 | 100.0% | NA |
| Family Child Care Licensor Data | | | | | | | | | | | | | | | |
| Providers | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Family Child Care Food Program Data | | | | | | | | | | | | | | | |
| Children in Care | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Providers | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

* Persons of Hispanic origin can be of any race.

| Area: Moorhead | African American | | Native American | | Asian/Pac. Is. | | Hispanic/Latino | | Euro. Am./Cauc. | | Total Minority | | Total | | % Change in Min. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Pop. 1980–90 |
| Total Population* | 152 | 0.5% | 441 | 1.4% | 355 | 1.1% | 890 | 2.8% | 30786 | 95.3% | 1838 | 5.7% | 32295 | 100.0% | 125.0% |
| Population of Children Ages 0–5* | 20 | 0.7% | 86 | 3.2% | 29 | 1.1% | 185 | 6.8% | 2392 | 88.2% | 320 | 11.8% | 2712 | 100.0% | NA |
| Center–Based Program Data | | | | | | | | | | | | | | | |
| Children in Care | 5 | 1.3% | 4 | 1.0% | 7 | 1.8% | 13 | 3.3% | 365 | 92.6% | 29 | 7.4% | 394 | 100.0% | NA |
| Director | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 8 | 100.0% | 0 | 0.0% | 8 | 100.0% | NA |
| Teachers | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 25 | 100.0% | 0 | 0.0% | 25 | 100.0% | NA |
| Asst. Teachers | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 10 | 100.0% | 0 | 0.0% | 10 | 100.0% | NA |
| Aides | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 2 | 22.2% | 7 | 77.8% | 2 | 22.2% | 9 | 100.0% | NA |
| Total Staff | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 2 | 3.8% | 50 | 96.2% | 2 | 3.8% | 52 | 100.0% | NA |
| Family Child Care Licensor Data | | | | | | | | | | | | | | | |
| Providers | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Family Child Care Food Program Data | | | | | | | | | | | | | | | |
| Children in Care | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Providers | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

* Persons of Hispanic origin can be of any race.

| Area: Owatonna | African American | | Native American | | Asian/Pac. Is. | | Hispanic/Latino | | Euro. Am./Cauc. | | Total Minority | | Total | | % Change in Min. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Pop. 1980–90 |
| Total Population* | 44 | 0.2% | 33 | 0.2% | 112 | 0.6% | 308 | 1.6% | 19044 | 98.2% | 497 | 2.6% | 19386 | 100.0% | 60.8% |
| Population of Children Ages 0–5* | 9 | 0.5% | 4 | 0.2% | 13 | 0.7% | 46 | 2.4% | 1854 | 96.3% | 72 | 3.7% | 1926 | 100.0% | NA |
| Center–Based Program Data | | | | | | | | | | | | | | | |
| Children in Care | 1 | 0.4% | 0 | 0.0% | 7 | 2.6% | 2 | 0.8% | 255 | 96.2% | 10 | 3.8% | 265 | 100.0% | NA |
| Director | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 1 | 25.0% | 3 | 75.0% | 1 | 25.0% | 4 | 100.0% | NA |
| Teachers | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 16 | 100.0% | 0 | 0.0% | 16 | 100.0% | NA |
| Asst. Teachers | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 9 | 100.0% | 0 | 0.0% | 9 | 100.0% | NA |
| Aides | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 16 | 100.0% | 0 | 0.0% | 16 | 100.0% | NA |
| Total Staff | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 1 | 2.2% | 44 | 97.8% | 1 | 2.2% | 45 | 100.0% | NA |
| Family Child Care Licensor Data | | | | | | | | | | | | | | | |
| Providers | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Family Child Care Food Program Data | | | | | | | | | | | | | | | |
| Children in Care | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Providers | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

* Persons of Hispanic origin can be of any race.





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| Area: Rochester | African American | | Native American | | Asian/Pac. Is. | | Hispanic/Latino | | Euro. Am./Cauc. | | Total Minority | | Total | | % Change in Min. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Pop. 1980–90 |
| Total Population* | 728 | 1.0% | 214 | 0.3% | 2926 | 4.1% | 822 | 1.2% | 66650 | 94.2% | 4690 | 6.6% | 70745 | 100.0% | 157.1% |
| Population of Children Ages 0–5* | 78 | 1.1% | 23 | 0.3% | 475 | 6.4% | 111 | 1.5% | 6700 | 90.7% | 687 | 9.3% | 7387 | 100.0% | NA |
| Center–Based Program Data | | | | | | | | | | | | | | | |
| Children in Care | 115 | 1.9% | 13 | 0.2% | 192 | 3.1% | 43 | 0.7% | 5782 | 94.1% | 363 | 5.9% | 6143 | 100.0% | NA |
| Director | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 32 | 100.0% | 0 | 0.0% | 32 | 100.0% | NA |
| Teachers | 2 | 1.6% | 0 | 0.0% | 1 | 0.8% | 2 | 1.6% | 123 | 96.1% | 5 | 3.9% | 128 | 100.0% | NA |
| Asst. Teachers | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 3 | 2.9% | 100 | 97.1% | 3 | 2.9% | 103 | 100.0% | NA |
| Aides | 1 | 1.2% | 1 | 1.2% | 11 | 13.1% | 1 | 1.2% | 70 | 83.3% | 14 | 16.7% | 84 | 100.0% | NA |
| Total Staff | 3 | 0.9% | 1 | 0.3% | 12 | 3.5% | 6 | 1.7% | 325 | 93.7% | 22 | 6.3% | 347 | 100.0% | NA |
| Family Child Care Licensor Data | | | | | | | | | | | | | | | |
| Providers | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Family Child Care Food Program Data | | | | | | | | | | | | | | | |
| Children in Care | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Providers | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

* Persons of Hispanic origin can be of any race.

| Area: Wilmar | African American | | Native American | | Asian/Pac. Is. | | Hispanic/Latino | | Euro. Am./Cauc. | | Total Minority | | Total | | % Change in Min. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Pop. 1980–90 |
| Total Population* | 62 | 0.4% | 122 | 0.7% | 46 | 0.3% | 1205 | 6.9% | 16836 | 96.0% | 1435 | 8.2% | 17531 | 100.0% | 366.6% |
| Population of Children Ages 0–5* | 10 | 0.6% | 21 | 1.2% | 6 | 0.3% | 261 | 14.4% | 1513 | 83.5% | 298 | 16.5% | 1811 | 100.0% | NA |
| Center–Based Program Data | | | | | | | | | | | | | | | |
| Children in Care | 9 | 2.7% | 2 | 0.6% | 2 | 0.6% | 17 | 5.1% | 303 | 91.0% | 30 | 9.0% | 333 | 100.0% | NA |
| Director | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 10 | 100.0% | 0 | 0.0% | 10 | 100.0% | NA |
| Teachers | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 6 | 100.0% | 0 | 0.0% | 6 | 100.0% | NA |
| Asst. Teachers | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 9 | 100.0% | 0 | 0.0% | 9 | 100.0% | NA |
| Aides | 1 | 8.3% | 0 | 0.0% | 0 | 0.0% | 4 | 33.3% | 7 | 58.3% | 5 | 41.7% | 12 | 100.0% | NA |
| Total Staff | 1 | 2.7% | 0 | 0.0% | 0 | 0.0% | 4 | 10.8% | 32 | 86.5% | 5 | 13.5% | 37 | 100.0% | NA |
| Family Child Care Licensor Data | | | | | | | | | | | | | | | |
| Providers | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Family Child Care Food Program Data | | | | | | | | | | | | | | | |
| Children in Care | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Providers | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

* Persons of Hispanic origin can be of any race.

| Area: Worthington | African American | | Native American | | Asian/Pac. Is. | | Hispanic/Latino | | Euro. Am./Cauc. | | Total Minority | | Total | | % Change in Min. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Pop. 1980–90, |
| Total Population* | 44 | 0.4% | 62 | 0.6% | 371 | 3.7% | 242 | 2.4% | 9347 | 93.7% | 719 | 7.2% | 9977 | 100.0% | 154.5% |
| Population of Children Ages 0–5* | 2 | 0.2% | 11 | 1.4% | 57 | 7.0% | 46 | 5.7% | 696 | 85.7% | 116 | 14.3% | 812 | 100.0% | NA |
| Center–Based Program Data | | | | | | | | | | | | | | | |
| Children in Care | 0 | 0.0% | 1 | 0.6% | 8 | 5.0% | 3 | 1.9% | 148 | 92.5% | 12 | 7.5% | 160 | 100.0% | NA |
| Director | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 1 | 100.0% | NA |
| Teachers | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 5 | 100.0% | 0 | 0.0% | 5 | 100.0% | NA |
| Asst. Teachers | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 1 | 100.0% | NA |
| Aides | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 14 | 100.0% | 0 | 0.0% | 14 | 100.0% | NA |
| Total Staff | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 21 | 100.0% | 0 | 0.0% | 21 | 100.0% | NA |
| Family Child Care Licensor Data | | | | | | | | | | | | | | | |
| Providers | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Family Child Care Food Program Data | | | | | | | | | | | | | | | |
| Children in Care | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Providers | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

* Persons of Hispanic origin can be of any race.